

# Competency Based HRM & Performance Management **Q.P. Code: 00001077**

**Timing: 3 Hours**

**60 Marks**

## **Instructions**

1. Q1 (20 marks) is compulsory
  2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
  3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
  4. Figures to the right indicate full marks
  5. Draw neat diagrams wherever necessary
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### **Q.1 is Compulsory (20 Marks)**

- a) Explain Framework for Job Designing (10 Marks)
- b) What are three major components of Organizational Productivity (10 Marks)

### **Q2) Answer any two of the following (10 Marks)**

- a) Explain Modern methods of Performance Appraisals (5 Marks)
- b) What do you mean by MBO? (5 Marks)

### **Q3) Answer any two of the following (10 Marks)**

- a) Explain importance of Ergonomics at Work Place. (5 Marks)
- b) What are Organization benefits of the Job Rotation? (5 Marks)
- c) What are three major components of Organizational Productivity? (5 Marks)

**Q4) Answer any two of the following (10 Marks)**

- a) What are Operative Functions of HRM? (5 Marks)
- b) What do you mean by Egalitarian organization? (5 Marks)
- c) Explain Difference between HRM and HRD (5 Marks)

**Q5) Answer any two of the following (10 Marks)**

- a) What are High Performance Work Team? (5 Marks)
- b) Explain Managerial Functions of HRM (5 Marks)
- c) What do you mean by Behavioral Anchor Rating Scales. (5 Marks)

**Q6) Answer any two of the following (10 Marks)**

- a) Explain difference between line and staff managers? (5 Marks)
- b) What are the Performance Appraisals Criteria for Supervisors and Middle Level Managers? (5 Marks)
- c) Explain Difference between Training and Development? (5 Marks)

**Q7) Write Short Notes on any Two (10 Marks)**

- a) Types of reward (5 Marks)
- b) Assessment Centers (5 Marks)
- c) Difference between HRM and HRD (5 Marks)

**Note:**

**A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.**